UNITED
NATIONS

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Secretariat

ST/SGB/282
5 January 1996

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: POLICIES TO ACHIEVE GENDER EQUALITY IN THE UNITED NATIONS*

1. Article 8 of the Charter of the United Nations provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. Full compliance with this Article within the Secretariat, and the full participation of women in all aspects of the work of the Organization, are imperative, not only for reasons of equity, but also to enhance Secretariat effectiveness and the credibility and the leadership role of the United Nations in advancing the status of women world wide.

2. The purpose of the present Bulletin is to reiterate the policy of the Organization and my strong commitment with respect to achieving gender equality in the United Nations, through the full implementation of the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000). 1/ The strategic plan, which was endorsed by the General Assembly in its resolution 49/167 of 23 December 1994, establishes the goal of gender parity by the year 2000 overall and in policy-level positions (D-1 and above).

3. Requirements to effect the change necessary to achieve the goals of the strategic plan include determined managerial commitment and action, particularly at the highest levels; a clear implementation strategy, including specific, short-term targets; effective monitoring; accountability of managers; appropriate training; measures to encourage the mobility of women staff; and the creation of a supportive working environment, free from harassment and conducive to the equal participation of men and women in the work of the Organization.

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* Personnel Manual index No. 1175.

4. I intend to hold senior managers accountable for the full implementation of the strategic plan. Managers will be required to report regularly on the results of the actions they have taken in this regard.

5. In promoting and guiding this effort, I will continue to rely on the valuable support and assistance of the Steering Committee for the Improvement of the Status of Women in the Secretariat.

6. In order to facilitate coherent action within the Secretariat, in line with the policy outlined in the present Bulletin, the special measures introduced over the years to improve the status of women have been consolidated into a single administrative instruction, which is being issued concurrently with the present Bulletin (ST/AI/412). Bulletins ST/SGB/220 of 15 October 1986, ST/SGB/226 of 11 May 1987, ST/SGB/227 of 2 November 1987, ST/SGB/229 of 16 November 1988, ST/SGB/232 of 28 November 1989, ST/SGB/237 of 18 March 1991 and ST/SGB/252 of 20 October 1992 are hereby superseded.

(Signed) Boutros BOUTROS-GHALI
Secretary-General

Notes

1/ Report of the Secretary-General on the improvement of the status of women in the Secretariat (A/49/587), sect. IV.